



Comptroller of the Currency
Administrator of National Banks
US Department of the Treasury

ENSURING A SAFE AND SOUND
NATIONAL BANKING SYSTEM
FOR ALL AMERICANS

Equal Employment Opportunity Policy Statement

Shortly after becoming the Comptroller of the Currency, I issued a policy statement affirming my support of equal employment opportunity (EEO), diversity, and the fair and unbiased treatment of our workforce. I am pleased to reaffirm my commitment to these important principles.

The OCC remains committed to equal employment opportunity for all employees and applicants for employment. All employment decisions will be based on merit, without regard to prohibited factors such as race, color, sex, religion, national origin, age, disability, sexual orientation, parental status, protected genetic information, marital status, political affiliation, or protected EEO activity. As a Federal agency, we will ensure that individuals have an equal opportunity to participate in, and receive benefits from, all programs and activities conducted or funded by the OCC. Additionally, the OCC remains committed to providing reasonable accommodations to employees or applicants who have provided sufficient justification for an accommodation based on their disability or religion.

In an effort to advance the principles of equal employment opportunity, I encourage employees to contact the Workplace Fairness and Equal Opportunity Division (WFEO) for assistance in matters involving potential unequal or unfair treatment, or illegal discrimination in the workplace. WFEO can be reached at (202) 874-5360; TTY/TDD (202) 874-4887.

For matters not involving allegations of workplace discrimination, OCC employees have the option of utilizing the OCC Fair Alternatives and Innovative Resolutions (FAIR) program to improve communications, repair relationships and/or help to rebuild trust. Those who participate in the EEO or FAIR programs can do so with a sense of safety and confidence. Harassment or reprisal of any kind will not be tolerated.

In 2008, OCC employees will be required to complete additional training on the "No FEAR Act." The training is intended to heighten awareness of the many important dimensions of EEO and reinforce previous educational efforts in this area. Managers and supervisors are provided additional training to enhance awareness of diversity issues, strengthen communication skills, and introduce new conflict resolution techniques.

We are each responsible for treating one another with professionalism and respect and contributing to a workplace free from discrimination and harassment. I am counting on OCC managers and supervisors for their leadership and continuing efforts to address concerns promptly and appropriately. I believe these efforts will result in a stronger OCC – an OCC better able to fulfill its core mission of ensuring the safety and soundness of the national banking system.

John C. Dugan
Comptroller of the Currency

Date: 12/21/07



Workplace Fairness and Equal Opportunity

Voice: (202) 874-5360 or 1 (800) 723-9254
TDD/TTY: (202) 874-4887 or 1 (800) 486-9228

Discriminatory Harassment Hotline:
Voice: (202) 874-4894 or 1 (866) 387-8974